

**HUMAN RESOURCES POLICY**  
**Fauquier County, Virginia**

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**Policy Title: Seat Belt Usage**  
**Section No.: 33**

**Effective Date: 10/15/01**  
**Supersedes Policy: 5/16/89**

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**I. PURPOSE**

It is the objective of the Board of Supervisors to provide a safe work environment and to ensure compliance with Commonwealth of Virginia seat belt laws.

**II. SCOPE**

This policy applies to all employees.

**III. DEFINITIONS**

Seat Belt

A seat belt is defined as a vehicle safety belt system consisting of a lap belt, shoulder harness, combinations thereof or similar device.

**IV. PROCEDURES**

- A. All passengers in County motor vehicles which are equipped with, or required by Federal Motor Vehicle Safety Standards to be equipped with, a seat belt system shall wear the seat belt system at all times while such motor vehicle is in operation.
- B. The operator of any County motor vehicle shall ensure that all passengers less than four years of age are protected by the use of an approved child safety-restraining device.
- C. These provisions will not apply to:
  - 1. Any person for whom a licensed physician determines that use of such seat belt systems would be impractical because of the person's physical condition or other medical reason. To qualify for this exception, employees must provide a notice from a physician to their Department Head/Constitutional Officer.
  - 2. County employees for whom the use of seat belts would endanger their safety or ability to perform their official duties in a safe manner. Such exceptions require the written approval of the Department Head/

Constitutional Officer. The County Risk Manager shall forward a list of these exceptions to the County Administrator and Human Resources Director annually.

3. A passenger or operator of a motor vehicle that was not required by Federal regulation to be equipped with a seat belt system at the time of manufacture, wherein such safety devices are not currently available for use.

D. Failure to follow the requirements of this policy may result in disciplinary action.